



## COMBINED DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name.

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled DEVELOPMENT OF ELECTRONIC EMPLOYEE SELECTION SYSTEMS AND METHODS, the specification of which

	Application Number		Filin	Filing Date '	
	60/223,289		August 3, 2000		
applicat	I hereby claim the lion(s) listed below:	benefit under Title 35,	United States Code, § 119(e) of a	ny United States provisional	
	(Number)	(Country)	(Day/Month/Year Filed)	- Yes No	
	Prior Foreign Application(s)			Priority Claimed	
country applicat one cou	ion(s) for patent or i other than the Unite ion(s) for patent or i ntry other than the U	nventor's certificate or ed States of America lis nventor's certificate or	nder Title 35, United States Code, of any PCT International applicated below and have also identified any PCT International application as filed by me on the same subject is claimed:	tion(s) designating at least one d below any foreign n(s) designating at least	
in 35 U. applicat occurred	Federal Regulations S.C. § 120 which di ion, I further acknow	s, § 1.56. If this is a co scloses and claims sub- wledge the duty to disc date of the prior applic	nation which is material to patenta ontinuation-in-part application file ject matter in addition to that disc lose material information as defin cation and the national or PCT into	d under the conditions specified losed in the prior copending ed in 37 C.F.R. § 1.56 which	
includin		have reviewed and unended by any amendme	derstand the contents of the above ent referred to above.	e-identified specification,	
	with amendments t	hrough(	(if applicable).		
	and was amended of	on (if	applicable).		
	was filed on	as International A	Application No		
	was filed on	as United States A	Application No		
$\boxtimes$	is attached hereto.				

I hereby claim the benefit under Title 35, United States Code, § 120 of any United States application(s) or § 365(c) of any PCT International application(s) designating the United States, listed below and, insofar as





the subject matter of each of the claims of this application is not disclosed in the prior United States or PCT International application in the manner provided by the first paragraph of Title 35, United States Code, § 112, I acknowledge the duty to disclose material information as defined in Title 37, Code of Federal Regulations, § 1.56(a) which occurred between the filing date of the prior application and the national or PCT International filing date of this application:

(Application No.)	(Filing Date)	(Status: patented,
		Pending, abandoned)

The undersigned hereby authorizes the U.S. attorney or agent named herein to accept and follow instructions from \_\_\_\_\_\_ as to any action to be taken in the Patent and Trademark Office regarding this application without direct communication between the U.S. attorney or agent and the undersigned. In the event of a change in the persons from whom instructions may be taken, the U.S. attorney or agent named herein will be so notified by the undersigned.

I hereby appoint the practitioners associated with the customer number provided below to prosecute this application, to file a corresponding international application, and to transact all business in the Patent and Trademark Office connected therewith:

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I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under § 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.





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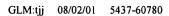
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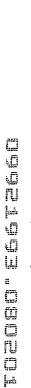
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